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Comprehensive review of the whole question of peacekeeping operations in all their aspects

Programme budget for the biennium 2000-2001

Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

Implementation of the report of the Panel on United Nations Peace Operations

Report of the Advisory Committee on Administrative and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement of programme budget implications of draft resolution A/C.4/55/L.23, entitled "Comprehensive review of the whole question of peacekeeping operations in all their aspects", submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly (A/C.5/55/46). The Committee also had before it, as background documents, the report of the Secretary-General on the implementation of the recommendations of the Special Committee on Peacekeeping Operations and the Panel on United Nations Peace Operations (A/55/977) and the report of the Special Committee on Peacekeeping Operations (A/55/1024 and Corr.1). During its consideration of the statement, the Committee met with representatives of the Secretary-General, who provided additional information and clarification.

I. Background

2. The Advisory Committee recalls that, in considering the reports of the Secretary-General on the implementation of the report of the Panel on United Nations Peace Operations (A/55/502) and on the related resource requirements (A/55/507 and Add.1), it had noted that the representatives of the Secretary-General had acknowledged that not all of the proposals in the related resource documents could be classified as emergencies, the postponement of which would lead to an immediate deterioration of present peacekeeping operations in the field. Accordingly, the Committee had recommended approval of only those resource requests the postponement of which could adversely affect the backstopping of current peacekeeping operations. The Committee had further recommended that consideration of other post and non-post resources be deferred until the comprehensive review and capacity study requested by the Special Committee on Peacekeeping Operations (see A/C.4/55/6) had been completed and the related resource requirements to be

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financed from both the support account for peacekeeping operations and the regular budget to implement those recommendations had been clarified (see also A/55/676).

3. On the basis of that recommendation, the General Assembly, in its resolution 55/238 of 23 December 2000, approved additional resources under the support account amounting to $9,190,200 gross, which included the establishment of 93 additional posts for the Department of Peacekeeping Operations and related non-post requirements for the period from 1 July 2000 to 30 June 2001. By the same resolution, the Assembly also approved an amount of $419,400 gross under the programme budget for the biennium 2000-2001, which included the cost of two additional posts in the Electoral Assistance Division of the Department of Political Affairs and related non-post costs (see A/C.5/55/46, para. 6).

4. The Advisory Committee further recalls that, on the basis of the recommendations made in its report on the support account for peacekeeping operations (A/55/882), the General Assembly, in its resolution 55/271 of 14 June 2001, approved the Secretary-General's maintenance-level support account budget, which amounted to $73,645,500 gross for the period from 1 July 2001 to 30 June 2002.

5. The Advisory Committee notes that the statement of the Secretary-General (A/C.5/55/46) presents the consequential changes in resources for the proposed programme budget for the biennium 2002-2003 and the support account for peacekeeping operations for the period from 1 July 2001 to 30 June 2002 arising from the proposals, recommendations and conclusions of the Special Committee on Peacekeeping Operations (A/55/1024 and Corr.1). The Special Committee considered the report of the Secretary-General containing the findings of the in-depth and comprehensive managerial examination of the way in which the Organization planned, deployed, conducted and supported peacekeeping operations (A/55/977) during its June 2001 session. In its draft resolution A/C.4/55/L.23, the Fourth Committee endorsed the proposals, recommendations and conclusions contained in the report of the Special Committee.

6. In this regard, the Advisory Committee reiterates previous decisions of the General Assembly concerning the role of the Advisory Committee and the Fifth Committee on matters related to administrative and budgetary questions.[1] The Committee also reiterates the statement made in its previous report on the implementation of the report of the Panel on United Nations Peace Operations that it interprets the report of the Special Committee as a statement of policy on priorities rather than as an attempt to determine resources (A/55/676, para. 11).

7. The statement of the Secretary-General summarizes the organizational issues and changes proposed (A/C.5/55/46, paras. 12-43). The relevant details concerning structure, staffing and other resources are contained in an addendum to the statement. Related matters such as integrated mission task forces, mission leadership and in-mission planning, the recruitment of civilian staff in peacekeeping operations and rapid and effective deployment capacities are also discussed (paras. 44-62). With regard to the latter, the Committee notes (ibid., para. 54) that the Special Committee had endorsed the concept of a strategic reserve at the United Nations Logistics Base at Brindisi, taking note that, of the three options proposed by the Secretary-General in his report (A/55/977), the medium strategic reserve was the most appropriate and practical one. The Secretary-General will submit, separately, a detailed budget proposal for the resource requirements of the strategic reserve and revert later to the General Assembly on the issue of pre-mandate commitment authority (A/C.5/55/46, para. 54). The Committee recognizes that the strategic reserve is a significant element in enhancing the ability of the United Nations to address peacekeeping issues. The Committee was also informed that a further exchange of views on issues related to rapid and effective deployment capabilities would be carried out in October 2001 and that the budgetary and organizational implications of those requirements would be submitted for the Committee's consideration during its winter session of February/March 2002.

II. Presentation

8. The Advisory Committee recalls that the General Assembly, in paragraph 10 of its resolution 55/271, noted the intention of the Secretary-General to make use of the results-based budgeting technique in the presentation of the support account budget estimates.

9. **In this connection, the Advisory Committee requests that future support account budget**

documents move away from an excessive use of narratives to describe the functions and composition of organizational units; these could be referenced in tables, charts and graphs. The Secretariat should instead concentrate on providing information that justifies the totality of the resources requested (see also para. 14 below). Plans, objectives, expected accomplishments and benefits should constitute the principal reference point justifying those resources. Projects, such as those related to information technology, should be presented as such in a clear manner. Moreover, initiatives for organizational change and reform, elimination of backlogs or the preparation of guidelines and standard operational procedures should include a time frame for their completion. Projected efficiency gains for projects and initiatives should be specifically stated.

10. The Advisory Committee has stressed in the past the need to use workload indicators to justify resources. **The Committee reiterates its position in this regard and emphasizes the fact that it is not interested in raw workload statistics. An analysis of the workload should be conducted in such a way as to inform the Committee and the General Assembly of the risks entailed if additional resources are not provided. Furthermore, in terms of decision-making and assessing the resources requested, it is not necessary to provide extensive descriptions of units; what is needed are clear indications of continuing and new functions that entail additional resources, in addition to reasons why current capacity is inadequate. Redeployment and a downward reclassification of posts should form an integral part of the analysis. In spite of repeated requests by the Committee, such analysis is still lacking. Accordingly, the Committee recommends a complete rethinking of the way the Secretariat justifies resources for the support account when the results-based budgeting techniques are used in the next budget submission.**

III. Detailed examination of the estimates

11. The additional resources proposed by the Secretary-General amount to $25,825,800 gross, of which $2,696,200 relates to the regular budget for the biennium 2002-2003 and $23,129,600 gross ($21,199,600 net) relates to the last six months of the period from 1 June 2001 to 30 June 2002 (A/C.5/55/46, para. 63). These requirements include proposals for an additional 216 posts, of which 9 relate to the regular budget and 207 relate to the support account. Information was provided to the Advisory Committee with regard to the staffing resources requested under the support account, by organizational unit, for the period from 1 July 2001 to 30 June 2002 (see annex I).

12. As further indicated by the Secretary-General, the proposed change in the regular budget represents an increase of 0.1 per cent in the resources of the proposed programme budget for 2002-2003,[2] and the increase in the support account represents 0.9 per cent of the level of peacekeeping costs for the current financial period, which are projected at slightly over $3.0 billion (ibid., para. 66).

13. The presentation and methodology used in formulating the estimates included in the draft resolution are set out in the Secretary-General's statement (ibid., para. 65). However, upon enquiry, the Advisory Committee was informed that, if full costing were applied to the additional resources proposed in the statement and its addendum, they would amount to $3,749,900 on a biennial basis for the regular budget and to $33,494,300 for the support account on an annual basis. The total cost of the support account on an annual basis therefore would be $107.1 million (see para. 4 above), or approximately 3.6 per cent of the level of peacekeeping costs. The Committee notes, however, that this does not take into account support from the regular budget or from the field.

14. **The Advisory Committee draws attention to the fact that support account resources are intended primarily to provide additional capacity at Headquarters to manage peacekeeping operations in the field, the amount of which depends on the level of peacekeeping activities. The number of associated posts must therefore be reviewed regularly to justify the continuing need for them. Under the circumstances, every attempt must be made to justify the "totality" of the request for peacekeeping support and not just additional requests for posts and non-staff costs. The Committee reiterates the need to take fully into account the rationale for the establishment of the support account and the principles and guidelines approved by the General Assembly concerning the expenses of peacekeeping operations (see A/55/676,**

para. 10). Furthermore, the Committee emphasizes that the current exercise should not be seen as a general opportunity to request resources that are not clearly and specifically related to the increase in peacekeeping needs.

15. **A total of four reclassifications are proposed in the Department of Peacekeeping Operations (1 D-2, 1 D-1, 1 P-5 and 1 P-3). In that regard, the Advisory Committee recalls the comments and observations made in paragraphs 47 to 49 of its first report on the proposed programme budget for the biennium 2002-2003.**[3]

16. As regards the additional 93 posts approved by the General Assembly in its resolution 55/238, the Advisory Committee was informed that recruitment to fill 89 posts had been completed as at 10 September 2001 and that staff for 44 of those posts had reported for duty as at 26 September. Information was provided to the Committee on the recruitment status of the additional 93 posts (see annex II). **However, the Committee remains of the opinion that the recruitment process is still slow and requires further improvement. In this connection, the Committee draws attention to its comments in paragraph VIII.29 of its first report on the proposed programme budget for the biennium 2002-2003**[3] **and to General Assembly resolution 55/258 of 14 June 2001.**

Section 3
Political affairs

17. The Secretary-General is proposing additional resources of $428,800 net under the proposed programme budget for the biennium 2002-2003 related to the establishment of the secretariat of the Executive Committee on Peace and Security, inclusive of three new posts (1 D-1, 1 P-4 and 1 General Service (Other level)) and related common service costs, as shown in tables 3.1 and 3.2 of the addendum to the statement of the Secretary-General on the programme budget implications of draft resolution A/C.4/55/L.23 (A/C.5/55/46/Add.1). The Advisory Committee recalls that a P-5 post was redeployed in the context of the programme budget for the biennium 1998-1999 to assist the Under-Secretary-General for Political Affairs as convenor of the Executive Committee.[4]

18. The Advisory Committee was informed that the Executive Committee on Peace and Security, since its establishment in 1997, has doubled its membership from 6 to 12, placing a greater burden on the convenor, the Under-Secretary-General for Political Affairs, who, in the absence of a standing secretariat, relies on staff in his office to provide support to the Executive Committee while also performing all their other duties. Moreover, of the four established executive committees, the Executive Committee on Peace and Security needs to meet more frequently but has the smallest secretariat support structure (ibid., para. 3.3). The Committee was further informed that while the Executive Committee met 26 times a year, the United Nations Development Group and the Executive Committee on Humanitarian Affairs met 10 or 11 times a year, and the Executive Committee on Economic and Social Affairs met every second month (23 times since its inception in 1997). The United Nations Development Group is supported by a secretariat of approximately 15 Professional staff; the Executive Committee on Humanitarian Affairs is served by 3 Professional staff in New York; and the Executive Committee on Economic and Social Affairs is serviced by 2 Professionals.

19. The Advisory Committee notes that the Special Committee on Peacekeeping Operations, while acknowledging the need for greater coordination among United Nations departments and agencies to avoid duplication and improve effectiveness in the conduct of peacekeeping operations, recommended that the Secretary-General consider the establishment of a small support secretariat to service the Executive Committee on Peace and Security (A/55/1024 and Corr.1, para. 132). An autonomous entity receiving guidance from the Executive Committee is proposed to be established as a common service for all of its members. **The Committee recommends the establishment of one P-5 (instead of a D-1) post, one P-4 and one General Service (Other level) post for the secretariat of the Executive Committee on Peace and Security, and that the non-staff costs ($40,100) be absorbed within the estimates to be approved under section 3 of the proposed programme budget for the biennium 2002-2003.** The Committee notes that the executive committees were designed as instruments of policy development, decision-making and management (see A/C.5/55/46/Add.1, para. 3.2). Yet the Committee understands that this goal is yet to be realized in the case of the Executive Committee on

Peace and Security. **It is the opinion of the Committee that unless the Executive Committee properly and efficiently discharges its functions, the mere establishment of a secretariat will not necessarily remedy its present shortcomings.**

Section 5
Peacekeeping operations

20. The resource growth proposed for the Department of Peacekeeping Operations under the support account for the period from 1 July 2001 to 30 June 2002 is estimated at $15,034,700 gross, with an initial appropriation of $52,924,000 (see A/C.5/55/46/Add.1, table 5.1). The resources proposed comprise $8,693,000 gross for an additional 129 temporary posts (3 D-2, 1 D-1, 9 P-5, 68 P-4/3 and 48 General Service (3 at the Principal level)), including the reclassification of 4 posts (1 D-2, 1 D-1, 1 P-5 and 1 P-3) and $6,341,700 for non-post requirements. Upon enquiry, the Advisory Committee was informed that of the currently authorized 442 support account posts for the Department of Peacekeeping Operations, 43 were vacant as at 26 September 2001.

21. The Advisory Committee benefited from an extensive exchange of views with the Under-Secretary-General and other senior representatives of the Department. The Committee notes that the comprehensive review identified weaknesses in several areas: the general management culture of the Department, internal coordination mechanisms, mid- to long-term planning capacity and certain aspects of the Department's support of missions in areas such as human resources and the provision of guidelines and operational materials. The Under-Secretary-General informed the Committee that in order to deal with those shortcomings, five strategic goals or priorities had been identified: reforming the Department's management culture, reorienting its relationship with field missions, enhancing its rapid and effective deployment capabilities, strengthening its relationship with Member States and strengthening its relationship with other parts of the United Nations system.

22. The Advisory Committee notes that the Secretary-General has provided a detailed indication of the division of labour between the Department of Peacekeeping Operations and the Department of Management in support of peacekeeping operations (A/55/977, annex J). **However, after careful study of the documents before it and from the testimony of the representatives of the Secretary-General, the Committee has concluded that greater effort should be made to further clarify the relationships and interactions between the Department of Peacekeeping Operations and other offices in the Department of Management, especially those dealing with personnel, financial administration and control, management of procurement activities and monitoring of delegated authority. A more effective and efficient division of labour, responsibility and accountability between those departments would be secured through the early completion of existing information system projects at Headquarters with connectivity to field missions. The Committee calls attention to its comments in paragraphs 4 to 18 of its first report on the proposed programme budget for the biennium 2002-2003.**[3]

23. The proposal of the Secretary-General for restructuring the Department of Peacekeeping Operations is summarized in his statement of programme budget implications (A/C.5/55/46, paras. 13-25) and set out in detail in section 5 of its addendum. The Advisory Committee was informed that on the basis of the counting criteria used by the Department, the new structure would comprise 84 organizational entities, as compared with the current 77. **The Committee cautions that an increase in the number of organizational units in a department does not necessarily facilitate coordination nor enhance administrative and management capacity. The proposed structure should therefore be carefully monitored with a view to adjusting it in the light of future experience (see para. 66 below).**

24. The Advisory Committee also noted references to surge capacity related to the Department of Peacekeeping Operations (see, for example, A/C.5/55/46/Add.1, paras. 5.29 and 5.37). Upon enquiry, the representatives of the Secretary-General reiterated to the Committee that surge capacity would be met by the provision of an adequate level of resources to address the current situation, thereby providing a degree of flexibility to manage and absorb sudden increases in the workload.

Office of the Under-Secretary-General

25. In order to implement the reform of the Department's management culture, it is proposed to

readjust the structure of the Office of the Under-Secretary-General, adding a D-2 post for the position of Director of Management who will be responsible for overhauling and strengthening the entire Department's management system and practices (ibid., para. 5.3). In this connection, the Advisory Committee notes that the front offices of the respective Assistant Secretaries-General are also strengthened in order to ensure a sufficiently strong administrative network throughout the Department, particularly during the process of managerial enhancement and change (see A/55/977, para. 57). An additional four posts are therefore requested, in the following front offices, to coordinate with the Director of Management: one P-4 in the Office of the Assistant Secretary-General for Operations; one P-5 in the Office of the Assistant Secretary-General for Mission Support; one P-3 in the Office of the Military Adviser, Military Division; and one P-4 in the Office of the Civilian Police Adviser, Civilian Police Division (see A/C.5/55/46, paras. 5.32, 5.42, 5.115 and 5.129).

26. The Advisory Committee stresses that the management of each of the entities comprising the Department of Peacekeeping Operations ultimately has to be the responsibility of the head of the Department. The Under-Secretary-General and his senior staff cannot absolve themselves of this responsibility — they are ultimately accountable to the Secretary-General for the proper functioning of the units under their supervision and for the responsibilities entrusted to them in this regard.

27. That being stated, at a time of reform and change, there is a justifiable need to designate, on a temporary basis, an individual who would assist top managers in the day-to-day tasks of initiating and managing proposed reforms and change. As such, the proposed function would be better described as Director of Change Management.

28. The Advisory Committee recommends approval of the proposed D-2, as well as the P-5, 2 P-4 and P-3 posts referred to in paragraph 25 above, in order to initiate and manage the necessary process of change in the Department. However, the need to continue those posts should be reviewed once the reforms have been firmly established (see para. 66 below). In this connection, use should be made of existing staff or staff recruited against vacancies in existing posts to develop, within the Department of Peacekeeping Operations, a cadre of mid-level qualified managers, in the P-4 to P-5 levels, who can provide managerial assistance at Headquarters and be available for field assignment from time to time — particularly during the start-up or expansion phases of missions.

29. Other changes in the front office of the Under-Secretary-General include the establishment of a P-4 post for a political affairs officer, a P-4 post for an administrative management officer and two General Service (Other level) posts for an administrative assistant and an information management assistant (see ibid., paras. 5.5 and 5.7). A proposal to upgrade a current P-4 post to the P-5 level for a senior political affairs officer/external relations officer as well as that of a current P-2 to the P-3 level for a political affairs officer/correspondence officer is also proposed (ibid., paras. 5.4 and 5.6). **The Advisory Committee recommends acceptance of the P-4 post for the administrative management officer and the two General Service posts related to the support of the functions of the Director of Management. The Committee also recommends approval of the upgrade to the P-3 level for the political affairs officer/correspondence officer. The Committee does not recommend acceptance of the upgrade from P-4 to P-5 of the senior political affairs officer/external relations officer. The Committee recommends acceptance of the proposed new P-4 post for a political affairs officer.**

Peacekeeping Best Practices Unit

30. The Advisory Committee notes that the Secretary-General is proposing to strengthen the Peacekeeping Best Practices Unit and to broaden its mandate (see ibid., para. 5.10). Four distinct functional elements are delineated (peacekeeping best practices and policy, public information, gender and peacekeeping and the Resource Centre), for which 19 new posts are requested (13 Professional and 6 General Service (Other level)), in addition to the current staffing of 8.

31. As for the peacekeeping best practices and policy function, the Advisory Committee notes that a total of 11 new posts are proposed (5 P-4, 2 P-3, and 4 General Service (Other level)) (see ibid., para. 5.11). **The Committee recommends acceptance of three additional posts to develop guidelines, procedures and related operational tools (2 P-4, 1 P-3). The Committee recommends against the disarmament and humanitarian affairs posts (2 P-4, 1 P-3). The**

functions of those posts are not well-defined and would appear to be better placed in the substantive departments concerned. Existing staff in the Department of Peacekeeping Operations should be identified to work with the technical staff in the substantive department. The Committee believes that the P-4 post for the Security Focal Point Coordinator and its financing should be considered in the context of the submission of the United Nations Security Coordinator. The Committee will consider the posts of the Security Coordinator at a later stage, as indicated in paragraph 96 below. The Committee found no justification for four proposed General Service posts and recommends against them. The Committee remains convinced that the effectiveness of the Peacekeeping Best Practices Unit depends on its ability to use information generated from the activities of the rest of the Department of Peacekeeping Operations, field operations, other departments, agencies, funds and programmes of the Organization, the Board of Auditors, the Office of Internal Oversight Services and the Joint Inspection Unit.

32. As for the public information capacity, for which four new posts (3 Professional and 1 General Service (Other level)) are proposed (see ibid., para. 5.12), the Advisory Committee notes that this is the first time a dedicated public information unit is being requested within the Department of Peacekeeping Operations. The Committee is aware of the importance of effective public information programmes in peacekeeping operations and the need to carefully identify and implement those programmes on the basis of objectives tailored to the specific needs of the missions concerned, including adequate resources for those programmes (see A/55/839, para. 44). **The Committee is of the opinion, however, that the Department of Public Information should have a dedicated technical unit to perform the functions described. The operational activities and related programmes should be requested in the context of each peacekeeping mission. Accordingly, the Committee does not agree to the establishment of this functional capacity in the Department of Peacekeeping Operations.**

33. With respect to the gender and peacekeeping capacity (see A/C.5/55/46/Add.1, paras. 5.13-5.14), the Advisory Committee points out that there seems to be no coherent policy in the Secretariat regarding the role of departments and organizational units on gender issues. The Committee has already questioned the rationale for establishing another gender unit in the Secretariat (see A/55/676, para. 44), stressing the need for better collaboration and coordination with the existing Office of the Special Adviser on Gender Issues and Advancement of Women and the Division for the Advancement of Women. **The Committee is therefore not in a position to recommend the establishment of additional posts for this purpose (1 P-5, 1 P-3 and 1 General Service (Other level)). The Committee urges the development of a coherent policy and, in that context, it would consider a request for additional resources either in the Office of the Special Adviser on Gender Issues or elsewhere. The Committee does recommend, however, acceptance of the proposal to establish the additional support account post (1 P-3) for the Resource Centre (see A/C.5/55/46/Add.1, para. 5.15).**

Executive Office

34. **In view of the considerable decentralization of personnel actions and the delegation of authority, the Advisory Committee does not see a need to upgrade the post of the Executive Officer of the Department of Peacekeeping Operations to the D-1 level (see ibid., para. 5.19). Bearing in mind the six existing General Service posts, the Committee recommends acceptance of one out of the three additional General Service (Other level) posts proposed for administrative assistants within the Office (para. 5.20).**

Mine Action Service

35. The Mine Action Service is to be upgraded to Division status, reporting directly to the Under-Secretary-General for Peacekeeping Operations. The post of the Chief of Service, funded from extrabudgetary resources, is proposed to be upgraded to the Director level (see A/C.5/55/46, para. 16). **The Advisory Committee will deal with the upgrade of the post of the Chief of Service when it receives the request from the Secretary-General, in accordance with the terms of General Assembly resolution 35/217 of 17 December 1980.**

36. The Advisory Committee notes, however, that it is proposed to establish two additional support account posts for a planning officer at the P-4 level and a programme officer at the P-3 level (see

A/C.5/55/46/Add.1, para. 5.26). **The Committee agrees with the proposal to establish those two posts in the Mine Action Service for the reasons stated.** The Committee notes that mine operation programmes are funded from extrabudgetary resources within field missions.

Office of Operations

37. The Advisory Committee recalls that the 12 posts approved for the Office of Operations in the context of General Assembly resolution 55/238 increased the approved staffing of the Office to 71. The establishment of an additional 13 support account posts is now proposed (9 Professional and 4 General Service (Other level)) (see ibid., table 5.5). The proposed posts would be encumbered by five political affairs officers (1 P-5, 2 P-4 and 2 P-3) (ibid., para. 5.31), one P-4 in the Office of the Assistant Secretary-General (see para. 25 above), four General Service (Other level) posts in the Office of the Assistant Secretary-General (para. 5.33) and 3 posts for the Situation Centre (1 P-4 and 2 P-3) (para. 5.35). Further assistance would be provided through the transfer of a P-2 post from the Office of the Assistant Secretary-General. **The Committee recommends acceptance of all of the Professional posts requested, except for one P-3 for the Situation Centre. The Committee recommends against acceptance of the four General Service posts requested in view of the existing establishment.**

Office of Mission Support

38. The Advisory Committee notes that the former Office of Logistics, Management and Mine Action is to be reorganized and renamed the Office of Mission Support and that the current Field Administration and Logistics Division is being divided into two separate divisions: the Administrative Support Division (which will include personnel and finance) and the Logistics Support Division. The Mine Action Service, as indicated in paragraph 35 above, will report directly to the Under-Secretary-General for Peacekeeping Operations. The core functions of the Office are to provide direction and overall coordination of all management, administrative and logistics support activities for field missions, including staffing, administration, finance and procurement and to liaise and conduct negotiations with Member States and other organizations regarding the administrative modalities of their contributions to peacekeeping operations (see ibid., para. 5.36).

39. The Advisory Committee notes that a total of 66 new support account posts (37 Professional and 29 General Service) are proposed for the Office (see ibid., table 5.6). The request is based on the need to strengthen overall management at Headquarters in order to enhance the provision of support for the field through planning, the streamlining of policies and procedures, the improvement of communication and monitoring and training (ibid., para. 5.37). A total of 53 posts would be established in the Administrative Support Division, 12 in the Logistics Support Division and 1 (P-5) in the Office of the Assistant Secretary-General (see para. 25 above).

40. **The Advisory Committee requests that the Office of Mission Support take the lead, on behalf of the Department of Peacekeeping Operations, in the effort to clarify further interdepartmental relationships and interactions as set out in paragraph 22 above. To that end, the Committee agrees with the establishment of a P-5 post for a senior policy planning and analysis officer in the Office of the Assistant Secretary-General (see ibid., para. 5.42, and paras. 25 and 39 above).**

Administrative Support Division

41. The Administrative Support Division will comprise the Personnel Management and Support Service and the Finance Management and Support Service. The Office of the Director of the Division is proposed to have the following staff on board: a Director at the D-2 level, an administrative management officer at the P-4 level (see para. 25 above) and an administrative assistant (General Service (Other level)). **In view of the need to strengthen the administrative management, planning and direction of the Office of Mission Support, the Advisory Committee agrees with the proposal to establish a D-2 post for the Director of the Office and a P-4 post for the administrative management officer. However, the function of General Service support should be accommodated from within the Office of Mission Support.**

Personnel Management and Support Service

42. The Advisory Committee notes the intention to strengthen the Department's human resources function

(see ibid., paras. 5.46-5.49) and that the Personnel Management and Support Service is to be significantly restructured. Two new sections will be created: the Civilian Training Section and the Human Resources Management and Development Section. The former Staffing Support Section and the Administration and Information Management Section will be renamed the Recruitment and Placement Section and the Administration Section. A total of 37 additional posts are requested (17 Professional and 20 General Service) to supplement the current approved staffing of 86.

43. **Personnel management and support are critical to the success of the activities of the Department of Peacekeeping Operations both at Headquarters and in the field. The Advisory Committee has commented on the need to further clarify the relationship and interaction between the Department of Peacekeeping Operations and the Office of Human Resources Management (see paras. 22 and 40 above). The Committee regrets that the resources that are being requested have not been justified in terms of the results expected from the current establishment and the proposed additions.** For example, there are approximately 4,000 applications waiting to be reviewed and processed, and 100 to 150 applications are received daily (ibid., para. 5.56); of the 5,688 authorized international posts in field missions, 1,043 currently remain vacant (para. 5.57); the Office of Mission Support currently oversees more than 300 staff members at Headquarters and is responsible for the management and oversight of the support and administration of 15 peacekeeping missions and other field offices with approximately 60,000 military, civilian police and civilian personnel and $2.9 billion in financial resources (para. 5.40); and the number of field staff has nearly doubled from 2,428 on board in November 1999 to 4,645 as at June 2001 (para. 5.61).

44. **The question that remains to be asked, however, is how these raw numbers can be related to current authorized capacity and to the additional requests for staff and non-staff costs. What effect will the additional resources have, for example, in addressing the 4,000 applications waiting to be processed or the 150 daily applications? The Advisory Committee believes that it is the duty of the Office of Mission Support and of the rest of the Department of Peacekeeping Operations to provide that analysis in order to justify additional funding. As indicated in paragraphs 9 and 10 above, the Committee requests that the Department, in future, change the way in which it presents and justifies resource needs.**

45. **Furthermore, the Advisory Committee believes that, unless current procedures are changed and efficiencies are introduced in the whole range of personnel management and administration, the mere addition of posts would be futile. In this connection, the Committee draws attention to its comments in paragraphs VIII.27 to 29 of its first report on the proposed programme budget for the biennium 2002-2003.[3] The Committee welcomes the emphasis on training, planning, the establishment of rosters (see A/C.5/55/46/Add.1, paras. 5.47-5.48) and the development of the Galaxy system, which would provide capacity to manage and monitor personnel actions in the Department of Peacekeeping Operations and the Office of Human Resources Management (see para. 98 (a) of the Committee's report on the proposed programme budget). The Committee expects increased efficiency gains and productivity once the system and related rosters become fully operational. Attention must be drawn, however, to the comments made by the Committee on training in its report on the financing of United Nations peacekeeping operations (A/55/874, para. 57).**

46. **Taking into account its comments in paragraphs 44 and 45 above, and bearing in mind the need to address the current backlog and bottlenecks in personnel actions, the Advisory Committee recommends approval of 16 additional Professional posts and 13 General Service posts for a total of 29 out of 37 requested by the Secretary-General. If the General Assembly approves this recommendation, the total number of posts available for the Service would therefore be 115 (see para. 42 above). The Committee expects that progress will be made in addressing the bottlenecks and backlog and that close attention will be paid to this area in the assessment called for in paragraph 66 below. In the meantime, the Committee requests that it be provided with a schedule for eliminating backlogs in recruitment in the context of the report on the support account to be presented in the winter of 2002.**

Finance Management and Support Service

47. The Advisory Committee notes that no structural changes are proposed for the Finance Management and Support Service but that additional staffing resources are requested to strengthen financial management and support functions for almost 30 field missions and 17 trust funds, 13 missions under liquidation and claims management. A total of 13 additional posts are proposed (7 Professional and 6 General Service (Other level)).

48. A P-4 post is requested for a management review officer in the Office of the Chief of Service (see A/C.5/55/46/Add.1, para. 5.70). **In view of the considerable management capacity being given to the Department (see para. 28 above), the Advisory Committee recommends against the establishment of this post.**

49. The Financial Support Section is proposed to be strengthened with a P-3 post for a finance officer in view of the number of peacekeeping operations in Africa; two General Service (Other level) posts for finance assistant functions to strengthen resources dedicated to Asia and the Middle East and to liquidation tasks; and one General Service (Other level) post for a registry clerk (see ibid., para. 5.76). The Claims and Information Management Section is proposed to be strengthened in the area of claims, with four additional P-3 posts and one General Service (Other level) post, and in the area of information management, where an additional P-2 post and two General Service (Other level) posts are proposed. **The Advisory Committee draws attention to its comments on the need to strengthen the liquidation capacity at Headquarters (A/55/874, paras. 51-54). In view of the priority assigned to claims-processing and liquidation as well as existing bottlenecks, the Committee agrees with the proposals of the Secretary-General to add six Professional and five General Service posts in the Finance Management and Support Service. If this recommendation is approved by the General Assembly, total staff resources in the Finance Management and Support Service will be 70 posts (see A/C.5/55/46/Add.1, para. 5.69).**

50. **The Advisory Committee notes the comments made in paragraph 5.65 of the addendum to the Secretary-General's statement. The Committee requests that information be provided on measures to be introduced to provide greater flexibility in the management of budgets in the field. This information should be provided in the next support account budget (winter 2002). Information should also be provided on progress achieved in the management of the claims process.**

Logistics Support Division

51. The Advisory Committee notes that the former Logistics and Communications Service is being upgraded and renamed the Logistics Support Division and that an additional 12 posts are requested (10 Professional and 2 General Service) to supplement the current approved staffing of 147, in addition to the redeployment of the 8 posts currently approved for the Office of the Director of the Field Administration and Logistics Division (see ibid., para. 5.83). For a summary of the reorganized structure of the Division, see A/C.5/55/46, paragraph 22.

52. An additional P-4 post is proposed to be established in the Office of the Deputy Director for a review and analysis officer in the Logistics Policy and Plans Section (see A/C.5/55/46/Add.1, para. 5.90). **The Advisory Committee agrees with this proposal.** The Communications and Information Technology Service is responsible for the global peacekeeping communications and information technology network at Headquarters and in the field. The Committee further notes that the Service (which has been upgraded from section status) would grow from 34 to an authorized strength of 42 through the establishment of three new posts (1 P-5 and 2 P-4) and the redeployment of four posts (ibid., paras. 5.93 and 5.94). **The Committee agrees with the proposal for the P-5 in paragraph 5.94 (a) and the P-4 in paragraph 5.94 (c). The Committee is not in favour of the P-4 requested in paragraph 5.94 (b); this function should be carried out by the Department of Public Information.**

53. The Advisory Committee also notes the establishment of a new entity, the Material and Contract Management Service, through the amalgamation of a number of functions previously diffused over several sections (see ibid., paras. 5.95-5.97. Two administrative assistant posts (General Service (Other level)) are requested for the Service. Based on the testimony of representatives of the Secretary-General, the Committee concluded that virtually no interdepartmental discussions had taken place on the establishment of the new Service. **The**

Committee trusts that the new service will work closely with the Department of Management to benefit from expertise currently available and best practices as developed by the Procurement Division. With this caveat, the Committee agrees with the proposal for the two additional General Service posts.

54. The Advisory Committee notes that the former Engineering Section is being transformed into a service in view of the increasing scope of the technical and administrative tasks it performs (see ibid., para. 5.98), and that three additional posts are being requested. A Professional post at the P-4 level is being requested for the Chief of the Plans and Operations Section. In addition, a P-3 post is being requested for the Geographic Information System Unit, and another P-3 post is being requested for the functions of a civil engineer in the Plans and Implementation Unit (para. 5.100).

55. With regard to the post for the Geographic Information System Unit, the Advisory Committee recalls its comments made in the context of its report on the United Nations Mission in Sierra Leone (see A/55/839, paras. 58-60). The Committee further recalls that, in its report on the implementation of the report of the Panel on United Nations Peace Operations, it had recommended the establishment of a P-4 post for a number of functions, including those related to geographic information systems (GIS) (see A/55/676, para. 56). Moreover, the Committee notes that a total of 18 posts are currently approved in connection with the GIS pilot project in the United Nations Organization Mission in the Democratic Republic of the Congo (1 P-3, 2 Field Service (Other level) and 2 Local level), the United Nations Mission in Ethiopia and Eritrea (1 P-3, 2 Field Service (Other level), 1 Local level and 3 United Nations Volunteers) and the United Nations Mission in Sierra Leone (1 P-3, 5 Local level). **The Committee is therefore not convinced of the need to establish either the unit or this post before the pilot project is finished and a report is submitted to the General Assembly on the subject. The Committee recommends acceptance of the P-4 post requested in paragraph 5.100 (a) and the P-3 post requested in paragraph 5.100 (c).**

56. Three additional posts are proposed for the Transport Service in view of the growth in the scope and complexity of the tasks performed by this entity. A D-1 post is proposed for the Chief of the Transportation Service, along with a P-5 post for the Chief of the Air Transport Section and a P-3 post for a movement control officer (see A/C.5/55/46/Add.1, para. 5.107). **The Advisory Committee recommends acceptance of the proposals for the P-5 and P-3 posts. However, it is not fully convinced of the need for a D-1 post. Justification for this post must be analysed in the context of the overall structure of the Division. The chiefs of the four services should continue to be at the P-5 level, and the upgrading of heads to the Director level, whether through redeployment or through the creation of additional posts, should be reviewed, taking fully into account the need to avoid duplication of functions with other entities of the Secretariat. Such requests should be resubmitted in the context of the next support account proposal.**

Military Division

57. An additional 13 support account posts (10 Professional and 3 General Service (Other level)) are proposed to be established in the Military Division, which is in transition to its new structure (see ibid., table 5.7 and para. 5.109). An additional P-3 post for a peacekeeping affairs officer is requested for the Office of the Military Adviser, which would be occupied by a civilian, to coordinate with the Director of Management (see paras. 25 and 28 above). Four P-4 posts and one General Service (Other level) post are requested for the Current Military Operations Service, one of which would also be occupied by a civilian with relevant military experience. An additional P-4 post for a planning officer (a civilian with relevant military expertise) and a General Service (Other level) post are requested for the Force Generation and Military Personnel Service. The Training and Evaluation Service, which currently has 15 posts (11 Professional and 4 General Service), is also proposed to be strengthened by the addition of two P-4, two P-3 and one General Service (Other level) post (see ibid., paras. 5.115-5.122). **The Advisory Committee recommends acceptance of the proposals for the Military Division.**

Civilian Police Division

58. The Secretary-General is proposing to strengthen the Civilian Police Division through the addition of 8 new support account posts (7 Professional and 1 General Service (Other level)) over and above the

current authorized strength of 17. A P-4 post is included for a special assistant to the Adviser, the post of which would be reclassified at the D-2 level. One P-4 and two P-3 posts would be added to the Policy and Planning Section; and one General Service (Other level) post would be added to the Mission Management Section for an administrative assistant (see ibid., paras. 5.129-5.131). **The Advisory Committee recommends acceptance of these posts.** A new unit, the Criminal Law and Judicial Advisory Unit, is proposed to provide advice on criminal law and judicial issues, with staffing by two judicial officers (1 P-4 and 1 P-3) and a corrections officer (P-4) (ibid., para. 5.132). **The Committee notes that the functions of the two judicial officers are broadly similar. At this stage, the Committee recommends acceptance of the posts proposed in subparagraphs 5.132 (a) and (c). Should the need arise, additional resources can be requested, on the basis of workload justification, in the next support account budget (see also paras. 10 and 14 above).**

Non-post resources

59. A total amount of $6,341,700 is included for non-post resources under the support account for the Department of Peacekeeping Operations (see A/C.5/55/46, para. 24).

60. **As for the provision of $100,000 (see A/C.5/55/46/Add.1, para. 5.133), the Advisory Committee agrees with the request. However, the Committee expects that such requirements will decrease in the next budget as a result of the additional posts authorized under resolution 55/238, which should be fully on board and the recruitment of additional posts authorized as a result of the current request.**

61. **Requirements indicated for supplies and materials, communications and subscriptions (see ibid., paras. 5.134, 5.137 and 5.140) should be absorbed. Furthermore, the amounts proposed for office furniture and equipment ($533,600), maintenance of office automation equipment ($77,400) and data-processing equipment ($3,459,800) (ibid., paras. 5.135, 5.138 and 5.139) should be prorated to the level of staff approved, resulting in a reduction of $421,000. The Committee requests a review of the estimates for maintenance of equipment and unit prices for data-processing equipment, as they seem very high.**

62. As for the provision for $230,000 under consultants and experts for the continued use of external experts by the Peacekeeping Best Practices Unit to supplement in-house knowledge in the development of policy documents (ibid., para. 5.141), the Advisory Committee was informed, upon enquiry, that a total of $300,000 had been approved in the context of the requirements for the implementation of the report of the Panel on United Nations Peace Operations (A/55/507 and Add.1) for that purpose. The current proposal is therefore a request to carry over the unspent portion of those funds. The resources would be used to fund studies into elements of the Strategic Manual for Multidimensional Peacekeeping Operations. **The Committee agrees with this proposal.**

63. With respect to the request for $1,026,000 for the use of consultants for a number of projects (see A/C.5/55/46/Add.1, para. 5.142). **The Advisory Committee does not recommend approval of the resources proposed under subparagraphs 5.142 (b), (c) and (d) in view of the additional staff recommended for approval.**

64. The Advisory Committee notes that a provision of $422,000 is made for training (see ibid., para. 5.143). The Committee recalls that resources provided under the support account for the period from 1 July 2001 to 30 June 2002 amounted to $880,500. The comments of the Committee in this regard are contained in its report on the support account budget for 2001/02 (A/55/882, paras. 16-19). The Committee also commented on the considerable resources available for training within individual peacekeeping operation budgets for all missions in its report on the financing of United Nations peacekeeping operations (A/55/874, para. 57). For example, in 2000/01 (the last period for which complete data are available), training in peacekeeping operation budgets totalled nearly $1.5 million. **In the opinion of the Committee, a case has not been made at this time for additional resources. The totality of the resources requested for training should be justified in the context of the next submission of the support account budget. Under the circumstances, the Committee recommends against the additional $422,000.**

65. **Taking into account the recommendations regarding the additional staff, the Advisory Committee recommends that the total estimate of**

$6,341,700 for non-staff costs (see para. 59 above) be reduced to $4,549,000.

66. **In view of the extensive restructuring of the Department of Peacekeeping Operations and the significant increases recommended by the Advisory Committee for staff and other resources, the Committee recommends that the effect of such changes as may be approved by the General Assembly be assessed after a period of time (i.e., by 2004) in order to ensure that what has been implemented continues, in both size and structure, to represent the most appropriate response to the peacekeeping needs of the United Nations.**

Section 22
Human rights

67. The Secretary-General is proposing a total increase in resources of $2,839,300 under this section. Of that amount, $1,890,300 is requested under the regular budget and $949,000 is sought under the support account. The additional resources under the regular budget, over and above the $42,060,300 included under section 22 of the proposed programme budget for the biennium 2002-2003, comprise an amount of $630,400 net for the establishment of six new posts (5 Professional and 1 General Service) and $1,259,900 for non-post requirements.

68. Resources proposed under the support account would comprise $523,600 gross ($422,900 net) for the establishment of nine temporary posts under the support account (6 Professional and 3 General Service) and $425,400 for non-post requirements for the period from 1 July 2001 to 30 June 2002. The total number of 15 posts requested would be established at the Office of the United Nations High Commissioner for Human Rights in Geneva. The Committee points out that, until now, no resources have been proposed under the support account for the Office of the High Commissioner. Hitherto, human resources for human rights-related functions in peacekeeping have been included in the budgets of each peacekeeping operation, funded from the regular budget, peacekeeping budgets or extrabudgetary resources. An amount of $16,531,872 and 184 posts are related to human rights components in seven peacekeeping operations indicated therein for the period from 1 July 2000 to 30 June 2001 (see A/C.5/55/46/Add.1, table 22.3). Upon further enquiry, the Committee was provided with the information shown in annex III to the present report.

69. **The Advisory Committee found that the rationale for requesting some posts under the support account and some under the regular budget was not clear from the justification contained in the Secretary-General's statement of programme budget implications; neither was it apparent from the testimony of the representatives of the Secretary-General and the High Commissioner. The Committee points out that the inclusion of resources in the support account presupposes that support by the Office of the High Commissioner for Human Rights would decline or increase depending on the level of peacekeeping operations in the field. The Committee points out, however, that promoting human rights in an area covered by a peacekeeping mission does not necessarily end or decline when the mandate of the mission concerned is terminated.**

70. **The Advisory Committee has therefore treated the request as a whole. Bearing in mind its comments in the preceding paragraph, the Committee has concluded that the Activities and Programmes Branch is an area where additional surge capacity resources, directly related to training and coordination of human rights components of peacekeeping operations, are required. Accordingly, the Committee recommends the approval of an additional P-4, two P-3 and one General Service post for this branch to be financed from the regular budget.**

71. **The Advisory Committee will follow up on the way in which those resources are utilized, and information should be provided by the Secretary-General in the context of the performance report on the support account to be presented to the Committee in February 2003. Moreover, should any future requests be forthcoming related to the human rights component of peacekeeping operations, they should be formulated in a way that addresses the shortcomings referred to in paragraph 69 above. The Committee should also be provided with information on how the resources of the New York Liaison Office could be utilized for interaction with the Department of Peacekeeping Operations.**

Non-post requirements

72. The non-post requirements total $1,685,300 (A/C.5/55/46, paras. 35-36). **The Advisory Committee recommends the approval of an amount of $500,000 under the regular budget for the most pressing needs (see A/C.5/55/46/Add.1, paras. 22.29-22.40).**

Section 27
Management and central support services

73. The Advisory Committee notes that the Secretary-General is proposing to strengthen the Department of Management to provide backstopping support for the current level of peacekeeping operations in the areas of procurement, peacekeeping budgeting, peacekeeping accounts, cash management and treasury services, contributions services, human resources management, medical services, communications networks, security services and property disposal (see ibid., para. 27.1).

74. Total additional resources of $6,802,800 are requested (ibid., table 27.1). Of this total, additional resources for the support account for the period from 1 July 2001 to 30 June 2002 are estimated at $6,674,900 gross ($6,353,300 net), comprising $1,888,000 gross ($1,566,400 net) for 61 new posts (25 Professional, 33 General Service (10 Principal level and 23 Other level) and 3 Security Service), and $4,786,900 for non-post requirements, including common service costs for 207 posts (see A/C.5/55/46, para. 31).

75. The Advisory Committee notes the statement that there is a shared division of labour with the Department of Peacekeeping Operations in the administrative areas and that efforts have been made to delegate authority, responsibility and corresponding accountability to the Department of Peacekeeping Operations and to the field. However, in spite of such delegations, the Departments of Management and of Peacekeeping Operations had jointly identified around 200 administrative functions directly attributable to Headquarters support to the field (A/C.5/55/46/Add.1, para. 27.1).

76. **In this connection, the Advisory Committee draws attention to its comments in paragraph 22 above. The Committee requests that the Department of Management, in future, justify current and additional resources requested in the manner described by the Committee in paragraphs 9 and 10 above. In addition, the Committee urges both departments to jointly adopt strong and effective measures to build capacity in field missions for further delegation of authority in financial and personnel transactions and management. The Committee does not expect to be given the excuse that there is a lack of technical management expertise in the field and an absence of requisite information systems to manage and monitor delegated authority, as has been done in the past.**

Office of the Under-Secretary-General for Management

77. Four new support account posts are proposed in the Office of the Under-Secretary-General for Management: a P-4 post for a finance officer and a General Service post for a finance assistant in the Treasury Division; a General Service post for a contributions clerk in the Contributions Service; and a General Service post for an administrative assistant in the Executive Office (see ibid., paras. 27.4-27.6). **The Advisory Committee recommends acceptance of the post for the Finance Officer (P-4) and the General Service post in the Treasury Division, but not of the General Service post for an administrative assistant in the Executive Office. The Committee was satisfied with the explanations provided as to the need for the post requested in the Contributions Service and therefore recommends its approval. The Committee also recommends that proposals be made on how to improve the work of this Service, using modern technology, to address the difficulties identified in paragraph 27.3 of the statement.**

Office of Programme Planning, Budget and Accounts

78. A total of 18 posts are requested under the support account for the Office of Programme Planning, Budget and Accounts (see ibid., table 27.4). Of this total, 14 posts, including 3 Professional (2 P-4 and 1 P-3) and 11 General Service (2 Principal level and 9 Other level) are to strengthen the Accounts Division. **The Advisory Committee recommends acceptance of a P-3 post and a General Service post for a finance officer and a principal accounting assistant to perform functions related to the liquidation of**

missions (ibid., para. 27.13 (a) and (b)). In view of the difficulties reported concerning timely settlement of payroll transactions for peacekeeping personnel, the Committee agrees with the approval of three of the four General Service posts indicated in paragraph 27.16 (a) and (b) of the statement. The Committee also agrees to the provision of the General Service post for an accounting assistant in the Vendor Claims Unit (para. 27.19 (b)) to address apparent delays in processing vendor claims. The Committee also recommends approval of the P-4 post for a finance officer in the Insurance Service (para. 27.22) for risk management and commercial insurance issues, and of the General Service post for an administrative assistant in relation to the work of the Advisory Board on Compensation Claims (para. 27.23).

79. The Peacekeeping Financing Division is also proposed to be strengthened with the addition of four support account posts (3 P-3 and 1 General Service (Other level)) to carry out the functions of budget officers and a budget assistant (para. 27.27). **The Advisory Committee recommends approval of the establishment of two of the three proposed P-3 posts. The Committee does not recommend approval of the additional General Service post.**

Office of Human Resources Management

80. The Office of Human Resources Management is proposed to be strengthened with the establishment of 16 support account posts (11 Professional and 5 General Service (Other level)) (see ibid., table 27.5). The current staffing establishment consists of 169 regular budget posts (75 Professional and 94 General Service) and 11 support account posts (5 Professional and 6 General Service). **In examining this request, the Advisory Committee took into consideration the fact that the implementation of the Secretary-General's proposal on human resources management, as approved by the General Assembly in its resolution 55/258, would begin — as indicated by the representatives of the Secretary-General — in January 2002. Among other effects, these reform proposals would empower programme managers to take more personnel decisions. However, the Committee draws attention to its comments and recommendations made in paragraphs VIII.20 to VIII.35 of its first report on the proposed programme budget for the biennium 2002-2003.**[3]

81. A P-4 legal officer is requested to provide advice on human resource policies and rules to mission staff (ibid., para. 27.29). **The Advisory Committee recommends acceptance of this request. With regard to the three posts (1 P-4, 1 P-3, 1 General Service) requested for the Operational Services Division to perform the full range of personnel functions, including recruitment, placement and so on (para. 27.31), the Committee is of the view that those functions should be carried out by existing staff in the Office of Human Resources Management in view of the comments of the Committee in paragraphs 22 and 45 above. The Committee agrees, however, with the need to strengthen the Division with the addition of the three new proposed posts (1 P-5, 1 P-4 and 1 General Service) (para. 27.32) to begin the process of equipping the Office with the capacity to monitor the delegation of authority. The Committee also notes the proposed establishment in the Department of Peacekeeping Operations of a P-3 post to monitor delegation of authority (para. 5.51), and requests close coordination between the two departments on this question. This post could be dispensed with in future, relying on the capacity of the Office of Human Resources Management to monitor delegation of authority.**

82. In this connection, however, the Advisory Committee notes that the Secretary-General is preparing a report on delegation of authority and accountability in accordance with General Assembly resolution 55/258. **The Committee requests that the report also address the concerns of the Advisory Committee, as set out in paragraphs VIII.27 and VIII.28 of its report on the budget.**[3]

83. **The Advisory Committee also agrees with the proposal to establish a P-4 post for a compensation policy officer and the two posts (1 P-4 and 1 General Service (Other level)) for a legal officer and a legal assistant for the Administrative Law Unit (ibid., paras. 27.35 and 27.38).**

84. In the view of the Advisory Committee, the functions of the posts of the Staff Development Officer and the Staff Counsellor (1 P-4 and 1 P-3) (paras. 27.39 and 27.44), appear to duplicate activities already proposed in the Department of Peacekeeping Operations, in particular those assigned to the Administrative Division. The Committee believes that this is an area that requires further clarification of the

role of both departments, particularly in relation to non-field staff under the purview of the Office of Human Resources Management and field staff under the purview of the Department of Peacekeeping Operations. In paragraph 43 above, mention is made of the 300 staff overseen by the Office of Mission Support at Headquarters. **Accordingly, the Committee does not recommend approval of these additional posts, whose functions should continue to be performed by current staff in close cooperation with the Department of Peacekeeping Operations.**

85. **The Advisory Committee also does not see the need for the four additional staff proposed under the Medical Services Division (1 D-1, 1 P-4 and 2 General Service). The Committee is not convinced that there is sufficient justification for a second D-1 post for a Medical Director. Additional information supplied to the Committee has led it to conclude that the increase in workload is not substantial enough to warrant the proposed additional P-4 and General Service posts.**

Office of Central Support Services

86. An additional 23 support account posts are requested for the Office of Central Support Services (7 Professional, 13 General Service and 3 Security Service) (ibid., table 27.6). The Committee notes that the current authorized staffing of 680 comprises 648 regular budget posts and 32 support account posts.

87. Three of the additional posts are requested for the Security and Safety Service (1 P-3, 1 P-2 and 1 Security Service) to strengthen the Training Unit and to provide comprehensive central training for security officers seconded or appointed to new or expanded peacekeeping missions (para. 27.54). Two additional security officers are proposed for assignment to the new office facilities at Headquarters. **The Advisory Committee recommends acceptance of this proposal.**

88. A Professional post at the P-2 level and eight General Service posts (7 at the Principal level) are requested for the Information Technology Services Division (paras. 27.58-27.59). **The Advisory Committee does not recommend acceptance of this proposal in view of the existing resources.**

89. **The Advisory Committee recommends against the proposal to establish four new support account posts (1 P-5, 2 P-3, 1 General Service) in the Procurement Division (para. 27.63), taking into account the comments made in paragraph 53 above and the need for better coordination between the Department of Peacekeeping Operations and the Department of Management. Similarly, the Committee recommends against the P-4 post in the Archives and Records Management Section of the Office of Conference and Support Services (para. 27.64) and three General Service posts in the Mail Operations Unit (para. 27.68). The Committee recommends acceptance of the General Service post in the Travel and Transportation Service (para. 27.66).**

Non-post requirements

90. The non-post requirements for section 27 under the regular budget amount to $127,900 for the biennium 2002-2003 to cover the rental of premises and provision of accommodation for three new posts in New York mentioned in paragraph 17 above (see ibid., paras. 27.69-27.77). **In view of the recommendation made in paragraph 19 above, the Advisory Committee recommends acceptance of the amount requested.**

91. As for the non-post requirements under the support account of $4,786,900 proposed under section 27, the Advisory Committee notes that a large part ($3,671,800) represents the cost of the rental of premises and accommodations for the 207 new posts proposed, in addition to infrastructure costs of the central services estimated on the basis of average rates and standard costs per post (para. 27.75). In this regard, the Committee recalls its comments and observations made in the context of its report on the budget for the support account for the period from 1 July 2001 to 30 June 2002 (A/55/882, para. 25) and paragraph VIII.78 of its first report on the proposed programme budget for the biennium 2002-2003.[3]

92. **In view of the recommendations of the Advisory Committee stated above, the Committee recommends a reduction of the proposed amount for non-staff costs of the support account for peacekeeping operations of $1,621,150.**

Section 28
Internal oversight

93. Additional resources of $279,500 gross are requested under the support account for section 28, comprising $147,200 for the establishment of four new posts (1 D-1, 1 P-5 and 2 General Service (Other level)) and $132,300 for non-post requirements (see A/C.5/55/46, para. 39, and A/C.5/55/46/Add.1, table 28.1).

94. The Advisory Committee recommends approval of the request to establish a D-1 post for a Chief of the Peacekeeping Audit Service in the Audit Division and the General Service post to provide administrative support. The Committee was further informed that the D-1 post would also serve to strengthen the resident audit service by coordinating the activities of the 18 resident auditors in peacekeeping operations. In this connection, the Committee requests the Under-Secretary-General for Internal Oversight Services to refine the procedure currently in place to handle, both in the field missions and at Headquarters, the reports and observations of the resident auditors. The Committee is of the opinion that guidelines should be in place to ensure that the performance and independence of resident auditors are not adversely affected by any reporting on or review of their work and functions by either the Special Representative of the Secretary-General, the Chief Administrative Officer or the Department of Peacekeeping Operations.

95. The Advisory Committee also recommends acceptance of the proposal to establish a P-5 post for a senior investigator and a General Service post for an information assistant in the Investigations Division (A/C.5/55/46/Add.1, para. 28.4). The Committee urges that steps be taken to fill all 12 posts for resident investigators in peacekeeping missions.

Section 30
Special expenses

96. Additional support account resources estimated at $191,500 gross are indicated for the Office of the United Nations Security Coordinator, comprising $129,100 gross for the establishment of four new posts (2 P-4 and 2 General Service (Other level)) and $62,400 for non-post requirements. **The Advisory Committee will revert to this matter in the context of its examination of the report of the Secretary-General on inter-organizational security measures to be submitted to the General Assembly at its fifty-sixth session, as indicated in paragraph X.19 of the Committee's first report on the proposed programme budget for the biennium 2002-2003.[3]**

Section 32
Staff assessment

97. In view of the recommendations of the Advisory Committee made in the present report, the amount for staff assessment would be reduced by $66,600, to $182,600. This will be offset by a corresponding amount under income section 1.

IV. Conclusion

98. Taking into account its observations in the present report, the Advisory Committee recommends that the Fifth Committee inform the General Assembly that, should it adopt the draft resolution contained in document A/C.4/55/L.23, additional requirements of $1,575,700 will arise under the following expenditure sections of the proposed programme budget for the biennium 2003-2003:

Section 3:	**$376,400**
Section 22:	**$888,800**
Section 27D:	**$127,900**
Section 32:	**$182,600**

Additional requirements of $16,215,450 will also arise under the support account for the period from 1 July 2001 to 30 June 2002.

99. The Advisory Committee has recommended approval of 7 additional posts under the regular budget (3 under section 3, Political affairs, and 4 under section 22, Human rights) and 122 additional posts under the support account (92 under section 5, Peacekeeping operations; 26 under section 27, Management and central support services; and 4 under section 28, Internal oversight).

100. The Advisory Committee was informed that it was the intention of the Secretary-General, based on such decision as the General Assembly might take regarding additional resources under the support account for peacekeeping operations, to prorate the financing of the additional support account resources approved among the upcoming revised financing resolutions for the United Nations Interim Force in Lebanon, the United Nations Mission in Sierra Leone, the United Nations Mission in Ethiopia and Eritrea, the United Nations Organization Mission in the Democratic Republic of Congo and the United Nations Transitional Administration in East Timor, whose updated budgets will be considered during the current session of the Assembly.

Notes

[1] See *Official Records of the General Assembly, Fifty-second Session, Supplement No. 7* (A/52/7/Rev.1), para. 47, and A/55/676, para. 10.

[2] The proposed programme budget for the biennium 2002-2003 is contained in documents A/56/6 (Introduction), A/56/6 (Sects. 1-33), A/56/6 (Income sects. 1-3) and A/56/6/Corr.1.

[3] *Official Records of the General Assembly, Fifty-sixth Session, Supplement No. 7* (A/56/7).

[4] See ibid., *Fifty-second Session, Supplement No. 7* (A/52/7/Rev.1), para. II.15.

Annex I

Staffing resources requested for the support account for peacekeeping operations (1 July 2001-30 June 2002)

		Professional and above									*General Service*			
		USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	***Sub-total***	*PL*	*OL*	***Sub-total***	***Total***
A. Department of Peacekeeping Operations														
1. Office of the Under-Secretary-General														
Office of the Under-Secretary-General	Authorized 2001/02	-	-	-	1	-	1	1	1	4	1	6	7	11
	Additional resources requested			1	-	1	1	1	(1)	3		2	2	5
	Total resources 2001/02			1	1	1	2	2	-	7	1	8	9	16
Peacekeeping Doctrine and Best Practices Unit	Authorized 2001/02	-	-	-	-	1	1	-	1	3	-	1	1	4
	Additional resources requested					2	6	5		13		6	6	19
	Total resources 2001/02					3	7	5	1	16	-	7	7	23
Executive Office	Authorized 2001/02	-	-	-	-	1	1	2	-	4	1	5	6	10
	Additional resources requested				1	(1)				-		3	3	3
	Total resources 2001/02				1	-	1	2	-	4	1	8	9	13
Mine Action Service	Authorized 2001/02	-	-	-	-	-	-	2	-	2	-	1	1	3
	Additional resources requested	-	-	-	-	-	1	1	-	2	-	-	-	2
	Total resources 2001/02	-	-	-	-	-	1	3	-	4	-	1	1	5
Subtotal, Office of the Under-Secretary-General	**Authorized 2001/02**	-	-	-	1	2	3	5	2	13	2	13	15	28
	Additional resources requested	-	-	1	1	2	8	7	(1)	18	-	11	11	29
	Total resources 2001/02	-	-	1	2	4	11	12	1	31	2	24	26	57
2. Office of Operations														
Office of the Assistant Secretary-General	Authorized 2001/02	-	-	-	-	1	-	-	1	1	-	1	1	2
	Additional resources requested						1			-		1	1	1
	Total resources 2001/02					1	1	-	1	1	-	2	2	3
Africa Division	Authorized 2001/02	-	-	-	-	2	3	1	1	7	-	3	3	10
	Additional resources requested						1	2		3		1	1	4
	Total resources 2001/02					2	4	3	1	10	-	4	4	14

		Professional and above									General Service			
		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Sub-total	PL	OL	Sub-total	Total
Asia and Middle East Division	Authorized 2001/02	-	-	-	1	1	2	2	1	7	-	4	4	11
	Additional resources requested						1			1		1		1
	Total resources 2001/02				1	1	3	2	1	8		5	4	12
Europe and Latin America Division	Authorized 2001/02	-	-	-	-	2	2	1	1	6	-	4	4	10
	Additional resources requested					1				1		1		1
	Total resources 2001/02					3	2	1	1	7		5	4	11
Situation Centre	Authorized 2001/02	-	-	-	1	1	3	10	-	15	-	3	3	18
	Additional resources requested						1	2		3		-		3
	Total resources 2001/02				1	1	4	12	-	18		3	3	21
Subtotal, Office of Operations	**Authorized 2001/02**	-	-	-	2	7	10	14	4	37	-	15	15	52
	Additional resources requested				-	1	4	4	-	9	-	4	4	13
	Total resources 2001/02				2	8	14	18	4	46		19	19	65
3. Office of Mission Support														
Office of the Assistant Secretary-General	Authorized 2001/02	-	-	-	-	-	-	1	-	1	-	2	2	3
	Additional resources requested					1				1			-	1
	Total resources 2001/02					1	-	1	-	2		2	2	4
Administrative Support Division														
Office of the Director	Authorized 2001/02	-	-	-	-	-	-	-	-	-	-	-	-	-
	Additional resources requested			1			1			2	-	1	1	3
	Total resources 2001/02			1			1			2		1	1	3
Financial Management and Support Services	Authorized 2001/02	-	-	-	1	2	11	14	1	29	4	19	23	52
	Additional resources requested						1	5	1	7		6	6	13
	Total resources 2001/02				1	2	12	19	2	36	4	25	29	65
Personnel Management and Support Services	Authorized 2001/02	-	-	-	1	2	8	12	2	25	4	46	50	75
	Additional resources requested					3	5	9		17	3	17	20	37
	Total resources 2001/02				1	5	13	21	2	42	7	63	70	112

		Professional and above									General Service			
		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Sub-total	PL	OL	Sub-total	Total
Logistics Support Division	Authorized 2001/02	-	-	-	1	6	38	51	2	98	3	48	51	149
	Additional resources requested				1	2	4	3		10		2	2	12
	Total resources 2001/02				2	8	42	54	2	108	3	50	53	161
Subtotal, Office of Mission Support	**Authorized 2001/02**	-	-	-	3	10	57	78	5	153	11	115	126	279
	Additional resources requested			1	1	6	11	17	1	37	3	26	29	66
	Total resources 2001/02			1	4	16	68	95	6	190	14	141	155	345
4. Military Division	Authorized 2001/02	-	-	-	1	4	37	9	-	51	-	15	15	66
	Additional resources requested						7	3		10		3	3	13
	Total resources 2001/02				1	4	44	12	-	61		18	18	79
5. Civilian Police Division	Authorized 2001/02	-	-	-	1	1	8	4	-	14	-	3	3	17
	Additional resources requested			1	(1)		4	3		7		1	1	8
	Total resources 2001/02			1	-	1	12	7	-	21		4	4	25
Total, Department of Peacekeeping Operations	**Authorized 2001/02**	-	-	-	8	24	115	110	11	268	13	161	174	442
	Additional resources requested			3	1	9	34	34	-	81	3	45	48	129
	Total resources 2001/02			3	9	33	149	144	11	349	16	206	222	571
B. Department of Management														
Executive Office	Authorized 2001/02	-	-	-	-	-	-	-	-		-	-		-
	Additional resources requested											1	1	1
	Total resources 2001/02	-	-	-	-	-	-	-	-	-	-	1	1	1
1. Contributions Service	Authorized 2001/02	-	-	-	-	-	1	-	-	1	-	1	1	2
	Additional resources requested											1	1	1
	Total resources 2001/02						1	-	-	1		2	2	3
2. Treasury	Authorized 2001/02	-	-	-	-	-	1	1	-	2	-	2	2	4
	Additional resources requested						1			1		1	1	2
	Total resources 2001/02						2	1	-	3		3	3	6

		Professional and above								General Service			
		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Subtotal	PL	OL	Subtotal	Total
3. Office of Programme Planning, Budget and Accounts														
Peacekeeping Financing Division	**Authorized 2001/02**	-	-	1	1	3	9	3	-	17	1	12	13	30
	Additional resources requested							3		3		1	1	4
	Total resources 2001/02			1	1	3	9	6	-	20	1	13	14	34
Accounts Division	**Authorized 2001/02**	-	-	-	-	1	3	5	1	10		8	8	18
	Additional resources requested						2	1		3	2	9	11	14
	Total resources 2001/02					1	5	6	1	13	2	17	19	32
Subtotal, Office of Programme Planning, Budget and Accounts	**Authorized 2001/02**	-	-	1	1	4	12	8	1	27	1	20	21	48
	Additional resources requested			-	-	-	2	4	-	6	2	10	12	18
	Total resources 2001/02			1	1	4	14	12	1	33	3	30	33	66
4. Office of Human Resources Management	**Authorized 2001/02**	-	-	-	-	-	-	-	-	-	-	-	-	-
	Additional resources requested						1			1	-	-	-	1
	Total resources 2001/02						1			1	-	-	-	1
Specialist Services Division	**Authorized 2001/02**	-	-	-	-	-	2	-	-	2	-	1	1	3
	Additional resources requested						3	1		4		1	1	5
	Total resources 2001/02						5	1	-	6		2	2	8
Operational Services Division	**Authorized 2001/02**	-	-	-	-	-	1	-	-	1		3	3	4
	Additional resources requested					1	2	1		4		2	2	6
	Total resources 2001/02					1	3	1	-	5		5	5	10
Medical Services Division	**Authorized 2001/02**	-	-	-	-	1	1	-	-	2		2	2	4
	Additional resources requested				1		1			2		2	2	4
	Total resources 2001/02				1	1	2			4		4	4	8
Subtotal, Office of Human Resources Management	**Authorized 2001/02**	-	-	-	-	1	4	-	-	5	-	6	6	11
	Additional resources requested				1	1	7	2	-	11	-	5	5	16
	Total resources 2001/02				1	2	11	2		16	-	11	11	27

		Professional and above									General Service			
		USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/1*	*Sub-total*	*PL*	*OL*	*Sub-total*	*Total*
5. Office of Central Support Services														
Archives and Records Management Section	**Authorized 2001/02**	-	-	-	-	-	-	-	-	-	-	-	-	-
	Additional resources requested						1			1	-	-	-	1
	Total resources 2001/02						1			1	-	-	-	1
Facilities Management Division: Mail Operations Section	**Authorized 2001/02**	-	-	-	-	-	-	-	-	-	-	1	1	1
	Additional resources requested											3	3	3
	Total resources 2001/02											4	4	4
Information Technology Services Division	**Authorized 2001/02**	-	-	-	-	-	-	-	1	1	-	-	-	1
	Additional resources requested								1	1	7	1	8	9
	Total resources 2001/02								2	2	7	1	8	10
Procurement Division	**Authorized 2001/02**	-	-	-	-	1	8	7	-	16	-	12	12	28
	Additional resources requested					1		2		3		1	1	4
	Total resources 2001/02					2	8	9	-	19		13	13	32
Security and Safety Section	**Authorized 2001/02**	-	-	-	-	-	-	-	-	-	-	-	-	-
	Additional resources requested							1	1	2	3		3	5
	Total resources 2001/02							1	1	2	3	-	3	5
Travel and Transportation Service	**Authorized 2001/02**	-	-	-	-	-	-	-	-	-	-	2	2	2
	Additional resources requested											1	1	1
	Total resources 2001/02											3	3	3
Subtotal, Office of Central Support Services	**Authorized 2001/02**	-	-	-	-	1	8	7	1	17	-	15	15	32
	Additional resources requested					1	1	3	2	7	10	6	16	23
	Total resources 2001/02					2	9	10	3	24	10	21	31	55
Total, Department of Management	**Authorized 2001/02**	-	-	1	1	6	26	16	2	52	1	44	45	97
	Additional resources requested			-	1	2	11	9	2	25	12	24	36	61
	Total resources 2001/02			1	2	8	37	25	4	77	13	68	81	158
C. Office of the United Nations Security Coordinator	**Authorized 2001/02**	-	-	-	-	1	2	-	-	3	-	-	-	3
	Additional resources requested						2			2		2	2	4
	Total resources 2001/02					1	4			5		2	2	7

		Professional and above									General Service			
		USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Subtotal	PL	OL	Subtotal	Total
D. Executive Office of the Secretary-General	Authorized 2001/02	-	-	1	-	1	-	-	-	2	-	1	1	3
	Additional resources requested			-	-	-	-	-	-	-	-	-	-	-
	Total resources 2001/02			1	-	1	-	-	-	2		1	1	3
E. Office of Legal Affairs	Authorized 2001/02	-	-	-	-	1	3	1	-	5	-	-	-	5
	Additional resources requested			-	-	-	-	-	-	-	-	-	-	-
	Total resources 2001/02					1	3	1	-	5	-	-	-	5
F. Office of Internal Oversight Services	Authorized 2001/02	-	-	-	-	1	7	3	-	11	-	1	1	12
	Additional resources requested				1	1				2		2	2	4
	Total resources 2001/02				1	2	7	3		13		3	3	16
G. Office of the United Nations High Commissioner for Human Rights	Authorized 2001/02	-	-	-	-	-	-	-	-	-	-	-	-	-
	Additional resources requested						1	5		6		3	3	9
	Total resources 2001/02						1	5	-	6		3	3	9
Total	**Authorized 2001/02**	-	-	2	9	34	153	130	13	341	14	207	221	562
	Additional resources requested			3	3	12	48	48	2	116	15	76	91	207
	Total resources 2001/02			5	12	46	201	178	15	457	29	283	312	769

Annex II

Status of temporary recruitment against 93 new posts (as at 10 September 2001)

	Recruitment status		
	Under recruitment/ placement	*Reported for duty*	*Temporarily encumbered*
Office of the Under-Secretary-General			
P-3, Personnel Officer	X		X
Office of Operations			
P-5, Senior Political Affairs Officer	X		X
P-5, Senior Political Affairs Officer		X	
P-5, Senior Political Affairs Officer	X		
P-4, Political Affairs Officer		X	
P-4, Political Affairs Officer		X	
P-3, Political Affairs Officer	X		X
P-3, Political Affairs Officer		X	
P-3, Political Affairs Officer		X	
P-2, Associate Political Affairs Officer			X
P-2, Associate Political Affairs Officer		X	
P-2, Associate Political Affairs Officer			X
P-2, Associate Political Affairs Officer	X		
Office of Logistics, Management and Mine Action, Field Administration and Logistics Division			
Finance Management and Support Section			
P-4, Operational Review Officer	X		X
P-4, Finance Officer (Liquidation)		X	
General Service, Finance Clerk		X	
Logistics and Communications Service			
P-4, Logistics Officer		X	
P-4, Logistics Officer (contingent-owned equipment)		X	
P-3, Logistics Officer (contingent-owned equipment)	X		X

	Recruitment status		
	Under recruitment/ placement	*Reported for duty*	*Temporarily encumbered*
Professional level, Logistics Assistant		X	
General Service, Logistics Clerk		X	
P-4, Civil Engineer	X		X
P-4, GIS Engineer		X	
P-3, Electrical Engineer	X		X
P-4, Transportation Officer	X		X
P-4, Transportation Officer	X		
P-4, Air Transportation Officer	X		
P-3, Transportation Officer	X		X
P-3, Transportation Officer	X		X
P-3, Transportation Officer	X		X
P-3, Transportation Officer		X	
P-3, Air Transportation Officer		X	
Professional level, Transport Assistant		X	
General Service, Transport Clerk		X	
General Service, Transport Clerk		X	
P-4, Supply Officer	X		X
P-4, Supply Officer	X		X
P-4, Medical Support Officer			X
P-3, Supply Officer		X	
P-3, Supply Officer	X		X
General Service, Supply Clerk		X	
P-4, Communications Officer	X		X
P-4, Communications Officer		X	
P-3, Communications Officer		X	
P-2, Associate Communications Officer			X
P-4, EDP Officer		X	
P-4, EDP Officer		X	

	Recruitment status		
	Under recruitment/ placement	*Reported for duty*	*Temporarily encumbered*
P-4, EDP Officer	X		X
Personnel Management and Support Service			
P-4, Recruitment Officer	X		X
P-4, Chief, Information Management		X	
P-3, Human Resources Officer		X	
P-3, Recruitment Officer		X	
P-3, Recruitment Officer		X	
P-3, Training Officer	X		X
P-2, Associate Recruitment Officer		X	
Professional level, Senior Information Management Assistant		X	
Professional level, Senior Personnel Assistant		X	
General Service, Personnel Assistant		X	
General Service, Personnel Assistant		X	
General Service, Recruitment Assistant		X	
General Service, Recruitment Assistant		X	
General Service, Research/Legal Assistant		X	
General Service, Travel Assistant		X	
Military Division			
P-3, Military Assistant	X		
P-5, Chief, Current Operations	X		
P-5, Chief, Force Generation	X		
General Service, Operations Assistant		X	
General Service, Secretary		X	
P-4, Planning Officer	X		X
P-4, Planning Officer	X		
P-4, Planning Officer	X		
P-4, Technology Support Officer	X		X

	Recruitment status		
	Under recruitment/ placement	*Reported for duty*	*Temporarily encumbered*
General Service, Administrative Assistant		X	
P-4, Training Officer	X		X
P-4, Training Officer	X		X
P-4, Training Officer	X		X
P-4, Technology Support Officer	X		X
P-3, Training Officer	X		
P-3, Training Officer	X		
General Service, Operations Assistant		X	
P-4, Planning Officer	X		X
P-4, Planning Officer	X		X
P-4, Planning Officer	X		
P-3, Planning Officer	X		X
P-3, Planning Officer		X	
P-3, Planning Officer	X		
General Service, Operations Assistant		X	
Civilian Police Division			
P-4, Civilian Police Officer	X		X
P-4, Civilian Police Officer	X		X
P-3, Special Police Support Officer	X		X
P-3, Police Development Officer	X		
P-3, Mission Police Officer	X		X
General Service, Administrative Assistant		X	

Notes:

- 45 offers of appointment or requests for transfer of staff have been sent. Candidates are expected to come on board between October and December 2001.
- 44 candidates have reported for duty. This includes staff members who were promoted or transferred from another department, recruitment of National Competitive Examination candidates and General Service staff.
- 35 temporary staff members are encumbering the vacant posts, which are pending the arrival of the selected candidates.

Annex III

Human rights components in peacekeeping operations

Mission	Number of posts		
	1999/00	2000/01	2001/02
United Nations Mission in Sierra Leone	18	18	24[a]
United Nations Mission in Ethiopia and Eritrea	-	11	11[a]
United Nations Transitional Administration in East Timor	26	60	60[a]
United Nations Interim Administration Mission in Kosovo	8	10	10
United Nations Observer Mission in Georgia	4	4	4
United Nations Mission in Bosnia and Herzegovina	26	28	28
United Nations Organization Mission in the Democratic Republic of the Congo	-	14	53[a]
Total	**82**	**145**	**190**

[a] Budget is not yet approved.